



## Missouri's Registered Youth Apprenticeships

Missouri's Registered Youth Apprenticeship program allows students across the state the opportunity to participate in a structured combination of school-based and work-based learning. The Registered Youth Apprenticeship program addresses the dual role of preparing students for a rewarding and lucrative career while also providing Missouri with a highly skilled, technologically competitive workforce.

### For Students

You can easily get the essential skills and experience you need for your future career through a registered apprenticeship program. These programs combine your current high school curriculum with hands-on training from a local employer. As an apprentice, you will receive classroom education, technical skills training, and work experience while earning a paycheck. Plus, upon completion you will earn a portable, credential recognizing the dedication you put forth and expertise you now have in a career field. Talk with your school counselor today about Registered Youth Apprenticeship.

### For Educators

Preparing students to be the next generation of workers is vitally important. By partnering with local businesses, your school district can create additional opportunities for learning and growth through Youth Registered Apprenticeship. The high school curriculum and career and technology training you offer are integral pieces of the program. In addition, Youth Apprenticeship enhances your academic success goals as high school completion is a program requirement. For more info, contact Dr. Oscar Carter, DESE/Skilled Technical Sciences, 573-522-5804.

### For Businesses

What skills will your workforce need over the next few years? How will you replace retiring employees? Youth Registered Apprenticeship can help employers effectively address these challenges. Registering a program in cooperation with your local school district allows you to professionally develop a high school junior or senior apprentice through on-the-job training you help to customize. The program essentially allows you to create your next-generation workforce.

## U.S. Dept. of Labor/Office of Apprenticeship Contacts

**MO State Director: Neil Perry**, 314-539-2519, [perry.neil@dol.gov](mailto:perry.neil@dol.gov)

### MO Apprenticeship & Training Representatives (ATR):

**Stephanie Schmitt** (St. Louis/NE/Cent. MO)  
314-539-2523, [schmitt.stephanie@dol.gov](mailto:schmitt.stephanie@dol.gov)

**Wade Johnson** (St. Louis/SE/Cent. MO)  
314-539-2527, [johnson.wade@dol.gov](mailto:johnson.wade@dol.gov)

**Roy Konkey**, (Kansas City/NW/N. Cent. MO)  
816-502-9093, [konkey.roy@dol.gov](mailto:konkey.roy@dol.gov)

**Trace Laughery**, (Springfield/SW/S. Cent. MO)  
417-831-1693, [laughery.tracy.d@dol.gov](mailto:laughery.tracy.d@dol.gov)

<https://www.apprenticeship.gov/educators/high-school-and-middle-school>

### Youth Apprenticeship combines

- classroom education,
- on-the-job training,
- a salary, and
- scheduled wage progression.

Missouri's industries need highly skilled workers. YA programs work to build a stable workforce pipeline for employers, as well as provide our youth with more local paths to career skills training.

### Employers can

- create talent recruitment pipelines,
- decrease employee turnover rates,
- customize apprenticeship training programs to meet their needs, and
- qualify for public workforce system funding opportunities.

### High school apprentices can

- earn a paycheck while receiving hands-on skills training in a wide variety of jobs within industries such as health care, IT, restaurant and hospitality, law enforcement, banking, auto maintenance and repair, early childhood development, advanced manufacturing, transportation and logistics, construction, energy, and cosmetology, and;
- become a more engaged student and motivated to finish high school, as H.S. completion is a requirement of Youth Apprenticeship participants;
- earn college credit; and
- receive a nationally recognized, training credential upon completion of the apprenticeship program.



Visit <https://dese.mo.gov/college-career-readiness/career-education> for more information!

### (1) Office of Apprenticeship

High School/Career & Technical Education Center (CTEC) meets with USDOL/Office of Apprenticeship to discuss Registered Apprenticeship components & processes + identify occupations of interest

### (2) Employer Partnership

High School/CTEC partners with interested employer(s) to develop apprenticeship training, wage schedule & apprentice-selection criteria; may also contact local Workforce Development reps to explore possible funding opportunities

## Registered Youth Apprenticeship

# How Does It Work?

### (3) Register Program

High School/CTEC develop Registered Apprenticeship Standards & register apprenticeship program through USDOL/OA. All participating employers agree to abide by Standards

### (4) Apprentice Candidates

High School/CTEC advises students & parents of apprenticeship opportunity, then recruits & identifies qualified H.S. Junior & Senior candidates

### (5) Apprentice Selection

When ready, employer contacts High School/CTEC partner to interview & hire identified, eligible Student-Apprentice candidates for Registered Youth Apprenticeship program

### (6) Earning While Learning

Using qualified mentors & work-based training schedule developed for occupation, employer provides & tracks On-the-Job Learning (OJL) training to Student-Apprentice employees

### (7) Supplemental Related Training Instruction

During Student-Apprentice's Junior & Senior years, High School/CTEC provides supplemental instruction, relevant to apprenticeship occupation; Student-Apprentice earns college credit during this period through apprenticeship participation

### (8) H.S. Graduation

Student-Apprentice graduates with H.S. diploma & portable USDOL Certificate of Completion of Apprenticeship credential (if all apprenticeship requirements are met) + plus any other industry-recognized certifications earned during apprenticeship

### (9) Post-High School Employment

Former H.S. student is now a full-time employee, but may need to continue apprenticeship until completing all required training (& earning USDOL credential); High School/CTEC will continue to track apprentice progress until completion

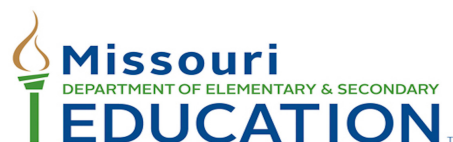
### (10) Postsecondary Education

Apprenticeship program graduates gain accelerated pathway to a college degree or industry-recognized certification through postsecondary institution partners who will award college credit for experience gained & coursework completed via Registered Apprenticeship

**Partnership = Success**



Apprenticeship



Visit <https://dese.mo.gov/college-career-readiness/career-education> for more information!